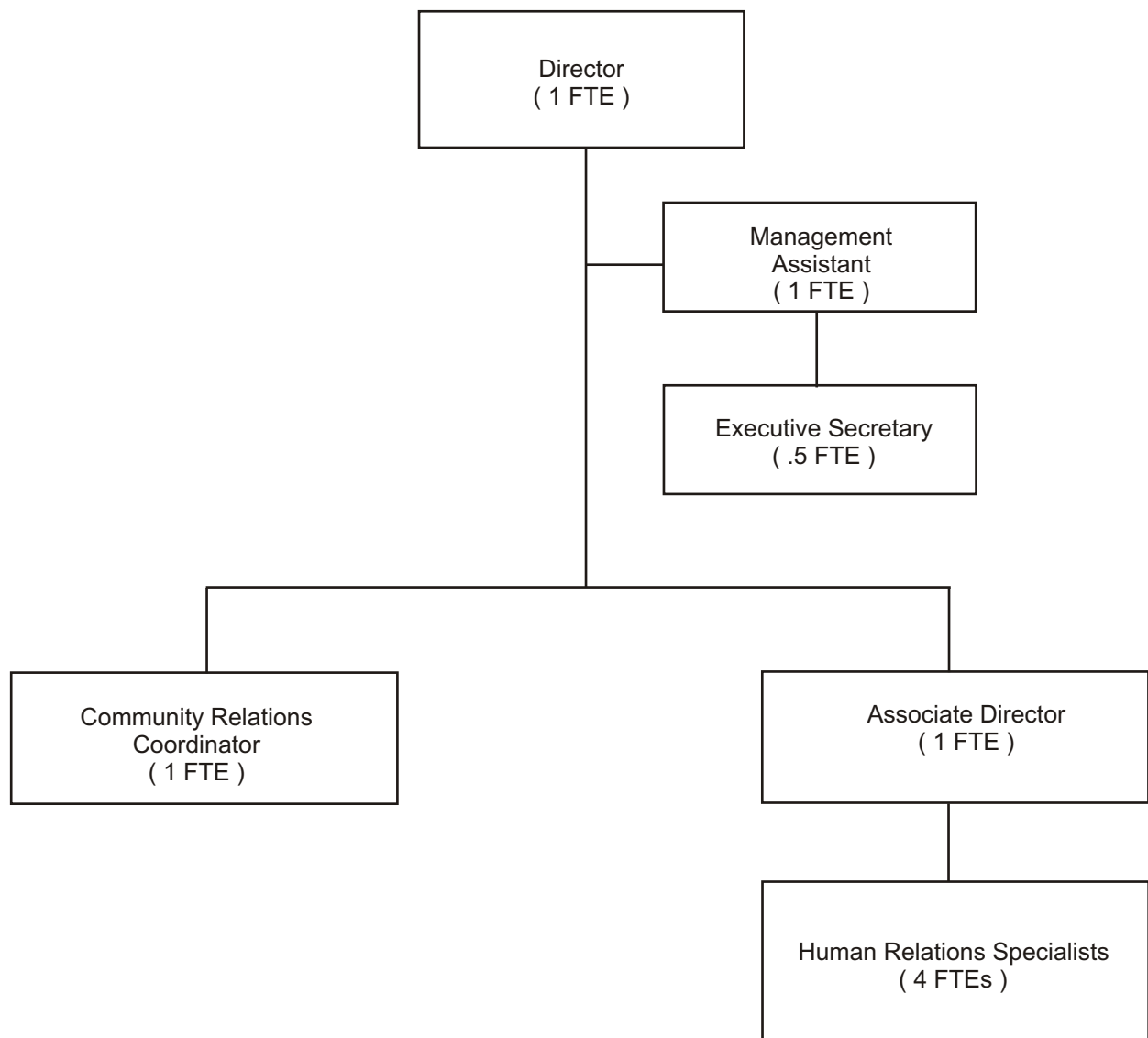


Human Relations (8.5 FTEs)



HUMAN RELATIONS

Mission

To improve race/human relations in the City of Durham and to work toward the elimination of discrimination in the areas of employment, housing and public accommodations.

RESOURCE ALLOCATION

	Actual FY 2000-01	Adopted FY 2001-02	Estimated FY 2001-02	Adopted FY 2002-03	Change
<i>Non-Grant</i>					
Appropriations					
Personal Services	\$ 322,462	\$433,779	\$340,700	\$ 516,290	19.0%
Operating	61,426	98,585	101,911	58,466	-40.7%
Capital	-	-	-	-	-
Total Appropriations	\$ 438,621	\$532,364	\$442,611	\$ 574,756	8.0%
Full Time Equivalents	7	8	8	8	-
Part-time FTEs	-	-	-	1	1
Revenues					
General Fund					
Discretionary	\$ 438,621	\$ 318,364	\$ 442,611	\$ 367,941	15.6%
Program	-	214,000	-	206,815	-3.4%
Total Revenues	\$ 438,621	\$ 532,364	\$ 442,611	\$ 574,756	8.0%
<i>Grants</i>					
Appropriations					
Personal Services	\$ 132,192	-	\$ 86,298	-	-
Operating	159,126	-	-	-	-
Capital	5,553	-	71,543	-	-
Total Appropriations	\$ 296,871	\$ -	\$ 157,841	\$ -	-
Full Time Equivalents	1	-	1	-	-
Part Time FTEs	-	-	-	-	-
Revenues					-
HUD/EEOC Grants	\$ 296,871	-	\$ 157,841	-	-
Total Revenues	\$ 296,871	-	\$ 157,841	-	-
Total Budget	\$ 735,492	\$ 532,364	\$ 600,452	\$ 574,756	8.0%

FY 2002-2003 BUDGET ISSUES

- The department will continue to rely upon revenues generated from Housing & Urban Development (HUD) and Equal Employment Opportunity Commission (EEOC) funding programs in order to support personnel, compliance, education and outreach costs. Maintaining an adequate staffing level is vital to the department's ability to meet contract levels of case processing for both the HUD and EEOC programs in order to secure maximum available funding. The current budget provides funding for an Executive Secretary not funded in prior years in order to increase the level of clerical support provided to both departmental staff members and the Human Relations Commission. The addition of this position will result in increased productivity in case processing and clearance of other staff members as a result of the alleviation of clerical and Commission-related responsibilities.

SUPPORT OF CITY COUNCIL PRIORITIES

Managing Growth:

- To continue to assist in the acculturation of Durham's new residents while educating others on the richness that comes with a multicultural society

Eliminate Poverty:

- To ensure that the citizens of Durham have equal access to jobs, housing and public accommodations.

Fiscal Responsibility:

- To continue to contract with EEOC and HUD and at the same time explore other options for funding, such as grants, partnerships and applying for other federal programs.

Crime:

- To partner with the City of Durham Police Department and continue to create a more inclusive community where respect for differences is appreciated.

DEPARTMENTAL EFFICIENCY MEASURES

- Through the reorganization of the compliance staff, the Human Relations Department will decrease its case processing time.
- In-service training will be conducted at least twice monthly during compliance meetings to measure comprehension of employment and housing case law.

UNFUNDED ITEMS

The following outreach and educational activities and programs are not funded in this year's budget:

- | | |
|---|----------|
| • Youth Perspectives on Race Relations Task Force | \$10,000 |
| • Greater Durham Multicultural Festival | \$50,000 |

PROGRAM DESCRIPTIONS

Human Relations

\$574,756
8.5 FTEs

Compliance

Compliance is responsible for processing complaints of alleged discrimination in the areas of employment, housing and public accommodations. This program enforces the City's Employment and Public Accommodations and Fair Housing Ordinances. These ordinances are equivalent to the corresponding federal civil rights laws which enables the Department to contract with the U.S. Equal Employment Opportunity Commission and the U.S. Department of Housing and Urban Development; and as a result, receive federal funding for processing employment and housing complaints.

GOAL: *To ensure that the citizens of Durham have equal access to jobs, housing and public accommodations by eliminating discrimination and discouraging unfair practices.*

OBJECTIVE: To maintain the time frames needed to process a Formal Discrimination Complaint as reflected in FY 2002.

STRATEGY: To continue to train the Compliance staff and to monitor the caseloads/processing times closely.

MEASURE:	Actual FY 2001	Estimated FY 2002	Adopted FY 2002	Adopted FY 2003
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Number of days to process a case on an average	67	87	70	80
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Community Relations

Community Relations deals primarily with efforts to enhance racial and cultural relations to create a greater level of harmony in the community. The Department seeks out and addresses community-related issues and problems and utilizes the media to promote/generate a message to the community that good human relations are beneficial from a social and economic perspective.

GOAL: *To enhance the residents of Durham's understanding of diversity relating to race and cultural relations by planning and conducting community-based programs and disseminating information.*

OBJECTIVE: To increase resident's participation in the year-round activities and programs organized by the Department by 15%.

STRATEGY: To work with community groups, businesses, governmental agencies, schools and other groups to develop and promote the activities or programs.

MEASURE:	Actual FY 2001	Estimated FY 2002	Adopted FY 2002	Adopted FY 2003
% increase of people attending the events in total	Base	8%	17%	15%

Education and Training

Education and Training provides relevant information/training to employers, housing industry representatives, City employees and residents concerning their rights and responsibilities under the City's Employment and Public Accommodations and Fair Housing Ordinances and their related civil rights laws that are enforced by the Department.

GOAL: *To provide education and training to employees, citizens and housing industry representatives about specific civil rights law issues.*

OBJECTIVE: To increase the % of employees educated and trained on Sexual Harassment Awareness by 14.3% by FY 2003

STRATEGY: To educate and train 400 City Employees on Sexual Harassment Awareness. To conduct 24 workshops with an average of 17 employees per workshop.

MEASURE:	Actual FY 2001	Estimated FY 2002	Adopted FY 2002	Adopted FY 2003
number of people participating	422	400	400	325

OBJECTIVE: To maintain the number of City of Durham housing representatives participating in Fair Housing Awareness Training.

STRATEGY: To educate and train 800 citizens and housing industry representatives regarding Fair Housing Laws. To conduct 36 Fair Housing Law Sessions.

MEASURE:	Actual FY 2001	Estimated FY 2002	Adopted FY 2002	Adopted FY 2003
No. of people participating	940	950	850	1500

INITIATIVES COMPLETED FOR FY 2001-2002

- Human Relations Week Celebration
- Sexual Harassment Awareness Workshop
- Hispanic/Latino Outreach Program-Hispanic/Latino Radio Program
- Enhancing Human Relations in Schools
- Human Relations Forum with Fair Housing Component

MAJOR INITIATIVES FOR FY 2002-2003

- Human Relations Week Celebration
- Fair Housing Conference
- Sexual Harassment Awareness Workshop Program